

RTLCL Leadership Transition Frequently Asked Questions (FAQ)

Why is Dave leaving?

Why is Dave leaving?

Dave has been with Rainbow Trail for 37 years. He has given so much to this ministry and he and Nellie have decided it is time for them to step into a new phase of their life. He is looking forward to being a grandpa and enjoying other parts of his life. He feels this is a good time for transition with the current health and strength of the organization.

What's the Timeline and Process?

What's the timeline for hiring?

- January - March: compile materials for RTLCL profile and job listing.
- March - April: begin the search for an Executive Director.
- April - until complete: search process, hiring process, onboarding of new Executive Director
- December 31- Dave completes his full-time ministry as Executive Director.

What's the process for finding a new Executive Director?

1. The Board of Directors is working on writing and compiling key information about RTLCL to create the profile that will be used in the search.
2. Complete profile, job description, and other information for search.
3. Post the job and begin the search.
4. The board will oversee the hiring process: applications, interviews, etc.
5. Hiring and onboarding process.

Who is leading the camp in the transition?

Will there be an Interim Executive Director?

The current health and vitality of RTLCL, and the intentional work in the last few years to clarify the mission, vision, values, develop a strategic plan, and a master site plan, mean that the camp is well on its way to a healthy transition. The Board of Directors acknowledges the need to celebrate Dave and his ministry, the need to grieve his moving on, and the need to prepare for the next chapter of the ministry. The Board will continue to do its work this year as part of the transition and will, therefore, not seek an interim director. Dave remains the Executive Director through 2025.

Are Cam, Delta and Will going to still be working at camp? Will they have to leave when a new director comes?

One of the strengths of Rainbow Trail is the current full-time staff. The plan is that all will stay in their roles to be a firm foundation for the transition of Executive leadership.

Who hires the next Executive Director?

The Board of Directors hires the Executive Director (as outlined in the RTALC Bylaws).

Who Is on the Board of Directors?

Rev. Jane Jebson - President

Rev. Nicolé Ferry - Vice President

Austen Smith - Treasurer

Rev. Brad Doty - Secretary

Chris Lieber

Phil Dorth

Julie Miller

Sandy Elvington

Rev. Steph Lord

Michelle Okes - Ex-officio member and past Board President.

Will Dave be around camp this summer?

Yes. This summer will be business as usual. In Dave's words, "there is still a lot of ministry to still be done." It will be no different than any other summer where the focus for the board and staff is fully on kids, families, and ministry.

Are we going to still have the Village System?

Yes, the Board of Directors has adopted the leadership philosophy and the Village System in programming as a central tenet of values and culture for Rainbow Trail Lutheran Camp.

Will summer camp change because Dave is retiring?

There is a commitment from staff and board to provide the same incredible summer camp experience you are used to. And, every summer has always been a unique time of ministry because of the special campers and summer staff. Preparation work for camp has not been interrupted because of this news. The same high-quality summer staff are being recruited, a thoughtful Bible Study is in place. You can expect the same level of impact, ministry, and community at camp. Normal registration policies and capacities are still in effect. We look forward to another amazing year of camp at Rainbow Trail.

What about finishing the Land Exchange?

Is Dave staying until the land exchange is done?

Dave is staying through December 31, 2025. We have word that the Land Exchange will (hopefully) be completed in the fall of 2025. If the Land Exchange process extends into next year, the Board and Dave are well prepared to complete it no matter the timeframe or the Executive leadership. If the Land Exchange is not complete before 12/31/25, the Board has agreed along with Dave for him to continue as a 'project manager' until its completion.

How can we share in celebration and goodbye to Dave?

How is Dave being celebrated?

Plans are underway for a celebration of the completed Land Exchange and the ministry of Dave Jarvis after his last year of ministry. Please stay tuned for more information.

When can I say goodbye to Dave and Nellie?

There will be a celebration of Dave's ministry, ideally along with the closing of the Land Exchange in late 2025 or early 2026. More information will be available after summer.

How can I be involved?

How can I ask questions or share comments for the process?

If you want to share ideas with the Board of Directors during this time, please share them with board@rainbowtrail.org. They will be checking that email throughout the process and updating the FAQ list.

How can I share with Dave the impact of camp in my life?

More than anything, Dave loves stories. Bless him with a Rainbow Trail story at memories@rainbowtrail.org

Can I make a donation in honor of Dave and Nellie?

There will be an opportunity to make a gift to Rainbow Trail Lutheran Camp in honor of Dave and Nellie's 37 years of ministry.. The Board has set up a special fund for donations to RTALC in honor of Dave and Nellie's ministry. These donations will be designated for first-time RTALC campers, whether youth campers or family campers. Please mark donations in their honor to the 'Jarvis Ministry Fund'.

What will Dave do?

Where is Dave going?

He and Nellie will be sticking around Colorado and enjoying being grandparents, skiing, and enjoying some much-deserved time together. He will still be living in Colorado Springs.

Will Dave still be involved?

As appropriate, Dave is willing and available to help for a time with onboarding, history, donor relations, fundraising and other duties as needed or desired by the incoming Executive Director.